



## **KARATE CANADA CODE OF CONDUCT AND ETHICS**

### **Definitions**

1. The following terms will have these meanings in this Policy:
  - a) “*Individuals*” – All categories of membership within Karate Canada, as well as all individuals engaged in activities with Karate Canada, including but not limited to, directors, officers, committee members, volunteers, athletes, coaches, officials, referees, administrators and spectators.

### **Preamble**

2. Membership in Karate Canada and participation in its activities brings with it many benefits and privileges that are balanced by an Individual’s responsibilities and obligations. This Policy defines the parameters for these responsibilities and obligations, and thus identifies a standard of behavior that is expected of all Individuals.

### **Purpose**

3. The purpose of this Code of Conduct and Ethics policy is to ensure a safe and positive environment within Karate Canada programs, activities and events, by making all Individuals aware that there is an expectation of appropriate behavior, consistent with the values of Karate Canada, at all times.
4. Conduct that violates this Code of Conduct and Ethics policy may be subject to sanctions pursuant to Karate Canada’s policies related to discipline and complaints.

### **Application of this Policy**

5. This policy applies to an Individual’s conduct that may arise during the course of Karate Canada’s business, activities and events, including but not limited to, office environment, competitions, practices, training camps, travel, and any meetings.
6. This policy applies to conduct that may occur outside of Karate Canada’s business and events when such conduct adversely affects relationships within Karate Canada’s work and sport environment and is detrimental to the image and reputation of the Karate Canada.

### **Responsibilities**

7. Karate Canada is committed to providing an environment in which all individuals are treated with respect. All Individuals have a responsibility to:
  - a) Maintain and enhance the dignity and self-esteem of all Individuals by:
    - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, color, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, economic status or any other reason;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individuals;
    - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;

- iv. Caring and respecting the property and assets of Karate Canada and all Individuals;
  - v. Consistently treating individuals fairly, reasonably and with respect and refraining from negative remarks or conduct; and
  - vi. Ensuring that the rules of karate, and the spirit of such rules, are adhered to.
- b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:
- i. Written or verbal abuse, threats or outbursts;
  - ii. The display of visual material which is offensive or which one ought to know is offensive;
  - iii. Unwelcome remarks, jokes, comments, innuendos or taunts;
  - iv. Leering or other suggestive or obscene gestures;
  - v. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
  - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
  - vii. Any form of hazing;
  - viii. Unwanted physical contact; or
  - ix. Retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
- i. Sexist jokes;
  - ii. Display of sexually offensive material;
  - iii. Sexually degrading words used to describe a person;
  - iv. Inquiries or comments about a person's sex life;
  - v. Unwelcome sexual flirtations, advances or propositions;
  - vi. Persistent unwanted contact;
  - vii. Sexual assault.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) Refrain from using alcohol and tobacco products when involved in Karate Canada training sessions or competitive event and manage the responsible consumption of alcoholic beverages and/or tobacco products in social situations associated with Karate Canada events.
- f) In the case of minors, refrain from possessing or consuming alcohol and/or tobacco products.
- g) Abstain from the non-medical use, control or possession of drugs or performance-enhancing drugs or methods in accordance with CCES and WADA.
- h) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of the Karate Canada, as adopted and amended from time to time, with any contracts or agreements executed with or by Karate Canada, and any directives or sanctions imposed by Karate Canada.

### **Coaches**

8. In addition to paragraph 7 above, **Coaches** have additional responsibilities. Coaches will at all times:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.

- b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
- c) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems.
- d) Under no circumstances provide, promote or condone the use of drugs or performance-enhancing substances or methods, and in the case of minors, alcoholic beverages and/or tobacco products.
- e) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise.
- f) At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete.
- g) Discourage inappropriate physical or emotional intimacy with an athlete, regardless of the athlete's age.
- h) Refrain from intervening inappropriately in personal affairs that are outside the generally accepted jurisdiction of a coach.
- i) Act in the best interest of the athlete's development as a whole person.
- j) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport.

### **Athletes**

9. In addition to paragraph 7 above, **Athletes** will have additional responsibilities to:
- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
  - b) Properly represent themselves and not attempt to enter a competition for which they are not eligible, by reason of age, classification or other reasons.
  - c) Adhere to all Karate Canada's rules, regulations and policies.
  - d) Adhere to Karate Canada's requirements regarding travel, hotels, clothing and equipment.

### **Spectators**

10. In addition to paragraph 7 above, **Spectators** at events will:
- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
  - b) Never ridicule a participant for making a mistake during a performance or practice.
  - c) Provide positive comments that motivate and encourage participants continued effort.
  - d) Respect the decisions and judgments of officials and encourage athletes to do the same.
  - e) Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport.
  - f) Keep off of the training or competition area and not interfere with any activities.

### **Officials**

11. In addition to paragraph 7 above, **Officials** will have additional responsibilities to:
- a) Adhere to the rules of Karate Canada.
  - b) Be fair and objective.
  - c) Avoid situations which a conflict of interest may arise.
  - d) Make independent judgments.